

# Concurrent Session Descriptions

BWSR Academy 2013

Monday, October 28	Session 1	10:30 am - 12:00 pm
<b>Inputs, Outputs, and Outcomes, Oh my.</b>		<b>WCA 101: Where does it say THAT? (Part 1)</b>
<ul style="list-style-type: none"><li>• <b>Track:</b> <i>Organizational Capacity</i></li><li>• <b>Skill Level:</b> <i>Intermediate</i></li><li>• <b>LGU Org:</b> <i>All</i></li></ul> <p>Word on the street these days is accountability. But this can be hard (especially if we're thinking about it in terms of changes in the water column). There is an increasing emphasis and demand on accountability and evaluating organizational performance based on success in achieving goals. This interactive session will review the basics of results-based accountability. Participants will leave this session with a better understanding of powerful, practical ways to measure impact, manage performance, and communicate their story in ways that strengthen their organization.</p> <p><i>Trainers: Marcey Westrick - BWSR, Andy Holdsworth, Ph.D. - DNR; <b>Lakeshore 2</b></i></p>		<ul style="list-style-type: none"><li>• <b>Track:</b> <i>Wetlands (Repeated 10/30, 8:30 am)</i></li><li>• <b>Skill Level:</b> <i>Beginner Intermediate</i></li><li>• <b>LGU Org:</b> <i>All</i></li></ul> <p>Wetland conservation is a cornerstone of resource management in Minnesota. The Wetland Conservation Act (WCA) is the foundation of these efforts. This session will provide an introduction to those who have limited WCA experience and a refresher to those with years of experience.</p> <p><b>Earn 0.75 WDCP Continuing Education Credits (if both parts attended)</b></p> <p><i>Trainers: Lynda Peterson, John Overland &amp; Amber Steele - BWSR; <b>Lakeshore 1</b></i></p>
<b>Successful Rain Gardens</b>		<b>RIM Updates and Opportunities</b>
<ul style="list-style-type: none"><li>• <b>Track:</b> <i>Technical</i></li><li>• <b>Skill Level:</b> <i>All</i></li><li>• <b>LGU Org:</b> <i>All</i></li></ul> <p>Rain gardens are an ecological approach to storm water management and are beneficial to both the environment and local residents for storm water management. This session will provide participants with the knowledge of what is needed to get started on a rain garden project. Topics covered will include: identification of potential sites, rain garden design basics, public outreach &amp; education, grant funding, grant funds management and much more. Participants will walk away with the ability to start a successful rain garden program for their organization.</p> <p><i>Trainers: Steve Deal - Landscape Architect &amp; Mary Jo Knutson - Grant County SWCD; <b>Lakeshore 3</b></i></p>		<ul style="list-style-type: none"><li>• <b>Track:</b> <i>Programs</i></li><li>• <b>Skill Level:</b> <i>All</i></li><li>• <b>LGU Org:</b> <i>SWCD</i></li></ul> <p>Would this project site work with RIM? Where are we at with RIM funding? These are common questions that Easement staff are asked on a daily basis, and we aim to address those questions during this session. Plan to hear a status report on available RIM initiatives, including funding and signup status. We'll review the Farm Bill Assistance staffing effort, and you'll even hear from some of your peers about how they're using a RIM initiative in their SWCD to tackle local issues.</p> <p><i>Trainer: Tabor Hoek - BWSR; <b>Lakeshore 4</b></i></p>
<b>Attention Please! Customizing your Communications Efforts to Capture your Audience</b>		
<ul style="list-style-type: none"><li>• <b>Track:</b> <i>Organizational Capacity (Repeated 10/30, 8:30 am)</i></li><li>• <b>Skill Level:</b> <i>Beginner, Intermediate</i></li><li>• <b>LGU Org:</b> <i>All</i></li></ul> <p>Despite our best intentions, writing articles or presenting at meetings isn't a guarantee our message will get heard. This interactive session will teach you how to analyze your audience, define your communication goals, and present information in a memorable manner. You will leave this session knowing how to better focus both written and oral communication efforts, as well as pick up some tips and tricks that can be applied to your next newsletter or presentation.</p> <p><i>Trainer: Jenny Gieseke - BWSR; <b>Pioneer</b></i></p>		

Monday, October 28	Session 2	1:30 pm - 3:00 pm
<b>I Never Thought of that... Strange but Necessary Policies</b> <ul style="list-style-type: none"><li>• <b>Track:</b> <i>Organizational Capacity</i></li><li>• <b>Skill Level:</b> <i>Beginner, Intermediate</i></li><li>• <b>LGU Org:</b> <i>All</i></li></ul> <p>Do you really need a policy for that? In this session, we will show how a relationship with your county attorney can help you develop policies such as Tennesen Warnings, Data Practices Policy, Supervisor Email Policy, Board Meeting Public Comment Rules &amp; Procedures, and many other useful (and sometimes necessary) guides you may never have thought of to help you be more proactive than reactive. Do you know that pursuant to Minnesota law, specifically, Minnesota Statute Section 103C.321, Subd. 4: "The county attorney of the county where the major portion of the district is located or one otherwise employed by the board shall be the attorney for the district and its supervisors. The district board may call upon the county attorney for necessary legal counsel and advice and service."? A good relationship with your county attorney is an immeasurable asset.</p> <p><i>Trainers: Brein Maki - Winona County SWCD &amp; Karin Sonneman - Winona County Attorney; <b>Lakeshore 4</b></i></p>	<b>Shoreland Restoration Projects from A-Z (Part 1)</b> <ul style="list-style-type: none"><li>• <b>Track:</b> <i>Workshops</i></li><li>• <b>Skill Level:</b> <i>All</i></li><li>• <b>LGU Org:</b> <i>All</i></li></ul> <p>This workshop will cover the logistics of shoreland restoration projects. With a combined 35 years' experience from the instructors, you are sure to walk away from this session knowing why to conduct a shoreline restoration and the things to consider when implementing a shoreline restoration. Items to be covered - why natural shorelines are important, values of restored shorelines to fish, wildlife and water quality, products and tools to aid in designing and implementing a project, resources for funding, how changes in hydrology affect projects, examples of quality projects, examples of project failures to learn from, maintenance considerations and permanent protection measures for shoreland areas.</p> <p><i>Trainers: Greg Berg - Stearns County SWCD &amp; John Hiebert - Minnesota DNR; <b>Lakeshore 2</b></i></p>	
<b>eLINK, Because Life's Complicated Enough</b> <ul style="list-style-type: none"><li>• <b>Track:</b> <i>Programs</i></li><li>• <b>Skill Level:</b> <i>Beginner</i></li><li>• <b>LGU Org:</b> <i>All</i></li></ul> <p>BWSR has been collecting data about how local governments use state funding since 2003. Much of this information is collected in an electronic database known as eLINK. As a local government employee, even if you do not directly use eLINK, the information contained within this database can be a powerful tool for analyzing your organization's operations and telling your story. Come to this session to learn about the kinds of data found within eLINK and the specific questions you can ask or answer just by extracting (or asking your local eLINK user to extract) the right data.</p> <p><i>Trainer: Conor Donnelly - BWSR; <b>Paul Bunyan 1</b></i></p>	<b>What's Happening with Conservation Drainage Practice Implementation?</b> <ul style="list-style-type: none"><li>• <b>Track:</b> <i>Technical</i></li><li>• <b>Skill Level:</b> <i>All</i></li><li>• <b>LGU Org:</b> <i>All</i></li></ul> <p>Yes, Toto this is Minnesota and yes, there really are farmers who are implementing conservation drainage practices on their farms with the help of LGUs and others. One of the keys to the success of conservation programs is aggressive marketing and technical assistance for these practices by front line staff in LGUs. During this session three LGUs will present success stories and discuss the process they used to connect to cooperators, select the practices, and find funding. The panelists will also discuss cooperator responses to the final product.</p> <p><i>Trainers: Tim Gillette – BWSR, Russell Hoogendoorn - Southwest Prairie TSA &amp; Don Bajumpaa, Wilkin SWCD; <b>Lakeshore 3</b></i></p>	
<b>WCA 101: Where does it say THAT? (Part 2)</b> <ul style="list-style-type: none"><li>• <b>Track:</b> <i>Wetlands (Repeated 10/30, 8:30 am)</i></li><li>• <b>Skill Level:</b> <i>Beginner, Intermediate</i></li><li>• <b>LGU Org:</b> <i>All</i></li></ul> <p>Wetland conservation is a cornerstone of resource management in Minnesota. The Wetland Conservation Act (WCA) is the foundation of these efforts. This session will provide an introduction to those who have limited WCA experience and a refresher to those with years of experience.</p> <p><b>Earn 0.75 WDCP Continuing Education Credits (if both parts attended)</b></p> <p><i>Trainers: Lynda Peterson, John Overland &amp; Amber Steele - BWSR; <b>Lakeshore 1</b></i></p>	<b>Lateral Leadership: "Fly" into Leadership</b> <ul style="list-style-type: none"><li>• <b>Track:</b> <i>Organizational Capacity (Repeated 10/28, 3:30 pm)</i></li><li>• <b>Skill Level:</b> <i>Beginner</i></li><li>• <b>LGU Org:</b> <i>All</i></li></ul> <p>Have you ever noticed when geese fly, they alternate who has the lead. In achieving a work group destination or project goals, lateral leadership can help in getting you there. This is particularly important in today's world where working collectively and collaboratively is key to moving work forward for results. Lateral leadership is about sharing in leadership and "flying in" to use your skills to move the work forward. This workshop will explore the concept of lateral leadership, dimensions of leadership and how you can contribute as a leader even when not the designated leader.</p> <p><i>Trainer: Barbara Radke - University of Minnesota, Extension; <b>Paul Bunyan 2</b></i></p>	

Monday, October 28	Session 3	3:30 pm - 5:00 pm
<b>Lateral Leadership: “Fly” into Leadership</b>	<b>Conservation Universe – Orientation to the Who, Why and How of your Role in Minnesota Conservation</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Organizational Capacity</i> <b>(Repeated 10/28, 1:30 pm)</b></li> <li>• <b>Skill Level:</b> <i>Beginner</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>Have you ever noticed when geese fly, they alternate who has the lead. In achieving a work group destination or project goals, lateral leadership can help in getting you there. This is particularly important in today's world where working collectively and collaboratively is key to moving work forward for results. Lateral leadership is about sharing in leadership and "flying in" to use your skills to move the work forward. This workshop will explore the concept of lateral leadership, dimensions of leadership and how you can contribute as a leader even when not the designated leader.</p> <p><i>Trainer: Barbara Radke - University of Minnesota, Extension; Paul Bunyan 1</i></p>	<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Programs</i></li> <li>• <b>Level:</b> <i>Beginner</i></li> <li>• <b>Org:</b> <i>All</i></li> </ul> <p>The “Conservation Universe” in Minnesota session will explore this universe with a look at acronyms, a walk through a practice case study, and a dive into the rationale of WHY your organization has the power to do what it does. We'll have some fun with statutes, too! You'll leave this session with a better understanding of where you fit in the “conservation universe” and more ideas on how to get your next project completed. Please note that this much attended, strongly recommended session is a repeat from the 2012 BWSR Academy.</p> <p><i>Trainers: Angie Becker Kudelka, Ryan Hughes &amp; Jeff Hrubes - BWSR; Lakeshore 3</i></p>	
<b>Shoreland Restoration Projects from (A-Z) (Part 2)</b>	<b>Unique Wetlands: White Cedar Restoration &amp; Calcareous Fen Ecosystems</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Workshops</i></li> <li>• <b>Skill Level:</b> <i>All</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>This workshop will cover the logistics of shoreland restoration projects. With a combined 35 years' experience from the instructors, you are sure to walk away from this session knowing why to conduct a shoreline restoration and the things to consider when implementing a shoreline restoration. Items to be covered - why natural shorelines are important, values of restored shorelines to fish, wildlife and water quality, products and tools to aid in designing and implementing a project, resources for funding, how changes in hydrology affect projects, examples of quality projects, examples of project failures to learn from, maintenance considerations and permanent protection measures for shoreland areas.</p> <p><i>Trainers: Greg Berg - Stearns County SWCD &amp; John Hiebert - Minnesota DNR; Lakeshore 2</i></p>	<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Wetlands</i></li> <li>• <b>Skill Level:</b> <i>Intermediate</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>White Cedar plant communities and Calcareous Fens are types of wetlands that are very unique and worthy of 90 minutes of your time. Come and learn why these wetlands are so important, rare, and worth protecting. This session will cover each of these wetlands' important characteristics, help you to identify them, and cover aspects of regulations that protect them. You will also hear about real life examples of how these wetlands have been destroyed and what efforts are being made to restore them.</p> <p><b>Earn 1.5 WDCP Continuing Education Credits</b></p> <p><i>Trainers: Doug Norris - Minnesota DNR, Dale Krystosek &amp; Jerry Stensing - BWSR; Lakeshore 1</i></p>	
<b>Using LiDAR to Advance Local Conservation Work – What Managers need to Know</b>	<b>Agricultural Wetland Replacement</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Technical</i> <b>(Repeated 10/29, 8:30 am)</b></li> <li>• <b>Skill Level:</b> <i>Beginner</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>This workshop covers those topics that Managers need to know when it comes to providing support for conservation work using LiDAR and derived products. Managers will learn ways that LiDAR data can dramatically change conservation work, understand what skills and resources are required to take full advantage of LiDAR data and derived products, and understand the accuracy of LiDAR data and the advantages and limitations of the data.</p> <p><i>Trainer: Tim Loesch - MN.IT Services @ DNR; Lakeshore 4</i></p>	<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Wetlands</i> <b>(Repeated 10/29, 8:30 am)</b></li> <li>• <b>Skill Level:</b> <i>Beginner and Intermediate</i></li> <li>• <b>LGU Focus:</b> <i>All</i></li> </ul> <p>This session will discuss the use of the Agricultural Wetland Bank for replacement of agricultural related impacts for the Wetland Conservation Act and USDA Programs. The questions of when can it be used, how to use it, and where does the Swampbuster Exemption fit will be addressed. Time will also be spent on how to identify potential agricultural bank sites, and how to work with landowners to develop the bank.</p> <p><b>Earn 0.4 WDCP Continuing Education Credits</b></p> <p><i>Trainers: Jeremy Maul - BWSR &amp; Lewis Brockett - NRCS; Paul Bunyan 2</i></p>	

Tuesday, October 29		Session 1	8:30 am – 10:00 am
<b>Financial and Year End Reporting</b>		<b>Monitoring and Assessment of Conservation/ Restoration Practices</b>	
<ul style="list-style-type: none"> <li>• <b>Track: Programs</b></li> <li>• <b>Skill Level: Beginner, Intermediate</b></li> <li>• <b>LGU Org: SWCD, County</b></li> </ul> <p>Does annual reporting make you run and hide? Take the mystery out of this BWSR requirement and become informed on how to comply with annual reporting. Learn the top ten tips and tricks grantees need to know for easy annual reporting! All who prepare annual reports should attend. But, SWCD staff will also receive focused training on financial reporting.</p> <p><i>Trainers: Wayne Zellmer, Conor Donnelly &amp; Bill Eisele - BWSR; Lakeshore 3</i></p>		<ul style="list-style-type: none"> <li>• <b>Track: Technical</b></li> <li>• <b>Skill Level: Beginner</b></li> <li>• <b>LGU Org: All</b></li> </ul> <p>Monitoring and Assessment of installed restoration practices is crucial to identifying whether or not a project is progressing as planned, meeting program goals, or whether or not there are areas of concern that need to be addressed. This session will cover monitoring and assessment methodologies for vegetation, installed engineering components (embankments, water control structures, etc.) and appropriate conservation program compliance.</p> <p><i>Trainers: Carol Strojny &amp; Terry Ragan - BWSR; Lakeshore 2</i></p>	
<b>Deciding How to Decide: The Real World Process of Decision Making</b>		<b>Agricultural Wetland Replacement</b>	
<ul style="list-style-type: none"> <li>• <b>Track: Organizational Capacity (Repeated 10/29, 2:45 pm)</b></li> <li>• <b>Skill Level: Intermediate</b></li> <li>• <b>LGU Org: All</b></li> </ul> <p>Dan and Chip Heath, authors of DECISIVE, found early surprises in their research: that virtually no one uses a “process” for making decisions. The decisions we make largely determine where we end up in the world, and yet the closest most of us come to a process is a “pros and cons” list. In this session we’ll explore why a pros-cons list is terminally flawed (!) and using real-world examples, try out specific decision making steps you can apply to your next project meeting.</p> <p><i>Trainers: Angie Becker Kudelka &amp; Tim Koehler - BWSR; Lakeshore 4</i></p>		<ul style="list-style-type: none"> <li>• <b>Track: Wetlands (Repeated 10/28, 3:30 pm)</b></li> <li>• <b>Skill Level: Beginner and Intermediate</b></li> <li>• <b>LGU Focus: All</b></li> </ul> <p>This session will discuss the use of the Agricultural Wetland Bank for replacement of agricultural related impacts for the Wetland Conservation Act and USDA Programs. The questions of when can it be used, how to use it, and where does the Swampbuster Exemption fit will be addressed. Time will also be spent on how to identify potential agricultural bank sites, and how to work with landowners to develop the bank.</p> <p><b>Earn 0.4 WDCP Continuing Education Credits</b></p> <p><i>Trainers: Jeremy Maul - BWSR &amp; Lewis Brockett - NRCS; Lakeshore 1</i></p>	
<b>Organizational Strategies for a Changing Conservation Climate (Part 1)</b>		<b>Using LiDAR to Advance Local Conservation Work – What Managers need to know</b>	
<ul style="list-style-type: none"> <li>• <b>Track: Workshops</b></li> <li>• <b>Skill Level: Beginner, Intermediate</b></li> <li>• <b>LGU Org: All</b></li> </ul> <p>In today's conservation universe, organizational planning is often difficult due to changing programmatic requirements and funding sources. This workshop will teach you the basics of flexible work planning at both the organizational and individual levels. You will learn how to identify the current and future needs of your organization and how to carry this macro perspective down to the micro level to create individual work plans using the Competencies and Skills Deck (first introduced at the Academy in 2010). Finally, you will learn how to tie your organizational planning together with individual development plans to create personnel review process and overall strategy that works for your organization.</p> <p><i>Trainers: Brian Watson - Dakota SWCD, Renae Clark – Minnehaha Creek Watershed District &amp; Jenny Gieseke - BWSR; Paul Bunyan 1</i></p>		<ul style="list-style-type: none"> <li>• <b>Track: Technical (Repeated 10/28, 3:30 pm)</b></li> <li>• <b>Skill Level: Beginner</b></li> <li>• <b>LGU Org: All</b></li> </ul> <p>This workshop covers those topics that Managers need to know when it comes to providing support for conservation work using LiDAR and derived products. Managers will learn ways that LiDAR data can dramatically change conservation work, understand what skills and resources are required to take full advantage of LiDAR data and derived products, and understand the accuracy of LiDAR data and the advantages and limitations of the data.</p> <p><i>Trainer: Tim Loesch - MN.IT Services @ DNR; Paul Bunyan 2</i></p>	

Tuesday, October 29		Session 2	10:30 am – 12:00 pm
<b>Succession Planning: The Key to Workforce Sustainability</b>		<b>Managing the Riparian Corridor for Erosion, Fish &amp; Nongame Species</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Org Capacity</i></li> <li>• <b>Skill Level:</b> <i>Beginner, Intermediate</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>Succession planning is a leadership development strategy and crucial for knowledge transfer. As we consider the number and types of vacancies occurring through retirements and natural attrition, as well as how work may be changing, it's critical to think about how we preparing the next generation of employees to take on more complex work and to lead others. How will we capture the knowledge that our departing employees are taking out the door? This overview of succession planning will discuss best practices for planning workforce sustainability, and managing risk of knowledge loss in a rapidly changing environment.</p> <p><i>Trainer: Emily Paoli Johnson - MMB; Paul Bunyan 2</i></p>		<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Technical</i></li> <li>• <b>Skill Level:</b> <i>All</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>Jeff Hastings has worked for Trout Unlimited and County SWCDs for over 30 years, and stream restoration projects for the past 20 years. In this session he'll discuss some of the conservation practices they have installed to stabilize bank erosion, ...such as rock, toe wood, fabric-encapsulated soil lifts, cedar revetments and more. Jeff will also be reviewing projects and practices installed to increase the carrying capacity of both Brook and Brown trout. The last half hour will conclude with a review of the Driftless Riparian Habitat Guide, a guide on how to install habitat for nongame species such as turtles, frogs, snakes and birds in the riparian corridor.</p> <p><i>Trainer: Jeff Hastings - Trout Unlimited; Lakeshore 2</i></p>	
<b>Everything you wanted to know about Grants, Contracts and Agreements but were Afraid to Ask</b>		<b>Difficult Wetland Situations: I Thought this was a Wetland?</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Programs (Repeated 10/30, 10:30 am)</i></li> <li>• <b>Skill Level:</b> <i>Beginner, Intermediate</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>This session is for all types of LGUs. Leave the session understanding how LGUs should administer a contract with a landowner; Statute, Rules, Policies of State funds (examples: Clean Water Funds &amp; State Cost-Share) influence on LGU contracts with landowners; and the Grant Administrative Manual, which is designed to be utilized with virtually any type of fund to get BMPs implemented on the ground.</p> <p><i>Trainers: Jeff Nielsen, Pete Waller &amp; Matt Drewitz – BWSR &amp; Brett Arne - Pomme de Terre River Association JPB; Lakeshore 3</i></p>		<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Wetlands</i></li> <li>• <b>Skill Level:</b> <i>Advanced</i></li> <li>• <b>LGU Focus:</b> <i>All</i></li> </ul> <p>Some wetlands can be difficult to identify because wetland indicators may periodically be missing due to natural processes or recent disturbances. This session will provide guidance for making wetland determinations in difficult-to-identify wetland situations.</p> <p><b>Earn 1.5 WDCP Continuing Education Credits</b></p> <p><i>Trainer: Barbara Walther - U.S. Army Corps of Engineers; Lakeshore 1</i></p>	
<b>Organizational Strategies for a Changing Conservation Climate (Part 2)</b>		<b>Developing the One Watershed One Plan Campaign – Project Update</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Workshops</i></li> <li>• <b>Skill Level:</b> <i>Beginner, Intermediate</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>In today's conservation universe, organizational planning is often difficult due to changing programmatic requirements and funding sources. This workshop will teach you the basics of flexible work planning at both the organizational and individual levels. You will learn how to identify the current and future needs of your organization and how to carry this macro perspective down to the micro level to create individual work plans using the Competencies and Skills Deck (first introduced at the Academy in 2010). Finally, you will learn how to tie your organizational planning together with individual development plans to create personnel review process and overall strategy that works for your organization.</p> <p><i>Trainers: Brian Watson - Dakota SWCD, Jenny Gieseke - BWSR &amp; Renae Clark – Minnehaha Creek WD; Paul Bunyan 1</i></p>		<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Programs (Repeated 10/30, 8:30 am)</i></li> <li>• <b>Skill Level:</b> <i>Beginner</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>One Watershed One Plan is a campaign rooted in work initially done by the Local Government Roundtable &amp; BWSR in 2011. This process led to the recommendation that the various local governments charged with water management responsibility should organize &amp; develop plans on a watershed scale. Legislation in 2012 provided BWSR with the authority to develop &amp; implement a comprehensive watershed management plan approach as a means to transform the current system of water plans, largely organized on political boundaries, to one where plans are coordinated &amp; consolidated on a watershed basis that are science based, numerical, &amp; spatially explicit. Session participants will learn details of the project development phase of One Watershed One Plan, which is a ten-month process that aims to reach agreement on a planning framework, including what will constitute an approvable One Watershed One Plan, plan content, organization requirements, proposed boundaries, &amp; other program details. Time will be allotted during the session for discussion &amp; feedback.</p> <p><i>Trainers: Doug Thomas &amp; Melissa Lewis - BWSR; Lakeshore 4</i></p>	



Tuesday, October 29		Session 3	1:00 pm – 2:30 pm
<b>Fundamentals of Planning (Part 1)</b>		<b>Tracking your Time Right, and Billing for it</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Org Capacity</i></li> <li>• <b>Skill Level:</b> <i>Beginner, Intermediate</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>As Australian Graeme Edwards once famously noted, "It's not the plan that is important, it's the planning." This session will provide a basic introduction to planning as a multistage process—one that involves articulating the purpose for the plan, creating a planning structure, delineating the planning area, engaging relevant stakeholders, analyzing existing conditions, identifying goals and objectives, choosing appropriate policies, implementing the plan, and monitoring and evaluating outcomes. Participants will learn the purpose of each stage in the planning process and how they build on one another, practical tools and techniques to use during each stage of the process, and further resources for designing or conducting your own planning effort.</p> <p><i>Trainer: Mike Greco, AICP - Center for Urban and Regional Affairs; Lakeshore 3</i></p>		<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Programs</i></li> <li>• <b>Skill Level:</b> <i>Intermediate</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>If it were a train, you'd be hearing the whistle demanding time tracking on BWSR grants right about now. But tracking the time that you spend on programs and projects funded by BWSR grants does not have to be onerous. In fact, a good time tracking system can help you not only account for your present costs, but better budget for the future. In this session, we will discuss the basics of any time tracking system, show you some good examples of time tracking, and further describe how you can bill the time you track to BWSR grants through a "built-up" billing rate: one that reflects your true costs of keeping a staff employed and on task.</p> <p><i>Trainers: Tim Dykstal, Ron Shelito &amp; Wayne Zellmer - BWSR; Lakeshore 2</i></p>	
<b>NOAA Atlas 14 Precipitation Frequency Data and Related Design Hydrology Info</b>		<b>RIM 201: Title Basics and Mapping (Part 1)</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Technical</i></li> <li>• <b>Skill Level:</b> <i>All</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>NOAA Atlas 14, Volume 8 (Midwest U.S.) has replaced Technical Papers 40 and 49, and HYDRO-35, for precipitation frequency data used in hydrology computations for conservation practice design. The changes are significant in most areas across Minnesota. Rainfall distributions are also different. This is a major update of design rainfall information. This session will provide an overview of how NRCS is incorporating Atlas 14 into design hydrology guidance for Minnesota. Design guidance for peak discharge estimation and related information will also be reviewed, with ample time for questions and answers.</p> <p><i>Trainer: Pete Cooper, Hydraulic Engineer – NRCS &amp; Ross Reiffenberger, P.E. – Stearns SWCD; Paul Bunyan 1</i></p>		<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Workshops</i></li> <li>• <b>Skill Level:</b> <i>Beginner and Intermediate</i></li> <li>• <b>LGU Org:</b> <i>SWCD</i></li> </ul> <p>Whereas RIM 101 (which can be found on the MN BWSR website) is a general overview of easements, etc....RIM 201 is a more in depth look into title work, what it is, what's involved and how to do it. Participants will leave this session with a deeper understanding of what to do with a title commitment when it reaches their hands. Also covered in this session is RIM easement GIS data, including boundaries and maps. Topics will include spatial data products, accuracy and limitations, and what's required during the application process.</p> <p><i>Trainers: Kristie Mack, Polly Remick &amp; Seth Weeks - BWSR; Paul Bunyan 2</i></p>	
<b>WCA Violations: Are we Missing anything?</b>		<b>The Fun of Frustrating Construction Project Management</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Wetlands</i></li> <li>• <b>Skill Level:</b> <i>Beginner, Intermediate</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>This session will cover a WCA violation from discovery to compliance. There will be two sections, one will be on best practices and processes for analyzing sites and collecting data for restoration/replacement orders. The second section will discuss the legal and documentation process beginning to end from a DNR Conservation Officer's perspective.</p> <p><b>Earn 0.4 WDCP Continuing Education Credits</b></p> <p><i>Trainers: LT. Larry Hanson, Water Resource Specialist – DNR Enforcement, Joan Weyandt &amp; Keith R. Grow - BWSR; Lakeshore 1</i></p>		<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Technical (Repeated 10/30, 8:30 am)</i></li> <li>• <b>Skill Level:</b> <i>Beginner and Intermediate</i></li> <li>• <b>LGU Org:</b> <i>SWCD, WD</i></li> </ul> <p>Construction project management can be fun and successful if everyone gets off on the right foot, or it can be a frustrating, time consuming endeavor when communications break down. We will discuss some basic things to consider when starting a construction project, what to watch for during construction, and when you should call in the cavalry.</p> <p><i>Trainers: Terry Ragan - BWSR &amp; Tom Kalahar - Renville SWCD; Lakeshore 4</i></p>	

Tuesday, October 29		Session 4	2:45 pm – 4:15 pm
<b>Fundamentals of Planning (Part 2)</b>		<b>On the Cutting Edge: New Water Planning Strategies</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Org Capacity</i></li> <li>• <b>Skill Level:</b> <i>Beginner, Intermediate</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>As Australian Graeme Edwards once famously noted, "It's not the plan that is important, it's the planning." This session will provide a basic introduction to planning as a multistage process—one that involves articulating the purpose for the plan, creating a planning structure, delineating the planning area, engaging relevant stakeholders, analyzing existing conditions, identifying goals and objectives, choosing appropriate policies, implementing the plan, and monitoring and evaluating outcomes. Participants will learn the purpose of each stage in the planning process and how they build on one another, practical tools and techniques to use during each stage of the process, and further resources for designing or conducting your own planning effort.</p> <p><i>Trainer: Mike Greco, AICP - Center for Urban and Regional Affairs; Lakeshore 3</i></p>		<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Programs</i></li> <li>• <b>Skill Level:</b> <i>All</i></li> <li>• <b>LGU Org:</b> <i>SWCD, County</i></li> </ul> <p>In 1985, the Minnesota legislature enacted the Comprehensive Local Water Management Act. Over the years, local governments have used the leeway within the program to find innovative ways to protect and restore their local water resources. This session will be a panel discussion by local water planners, identified by BWSR staff, who have done particularly innovative things through the water planning statute. Come to learn from those LGUs who are on the cutting edge and feel free to share your new and novel water planning strategy.</p> <p><i>Trainers: Adam Beilke - Benton SWCD, Mitch Brinks - Crow Wing County Land Service, &amp; Terry Lee - Olmsted County; Lakeshore 2</i></p>	
<b>Minnesota Feedlot Annualized Runoff Model for Estimating Pollutant Loading &amp; Prioritizing Feedlot Pollution Potential</b>		<b>RIM 302: RIM Conservation Plans (Part 2)</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Technical</i></li> <li>• <b>Skill Level:</b> <i>Beginner and Intermediate</i></li> <li>• <b>LGU Org:</b> <i>SWCD, WD, County</i></li> </ul> <p>MinnFARM was developed to calculate the annual pollutant loading from a feedlot in Minnesota. In addition, the model predicts whether the feedlot is likely in compliance with Minnesota Pollution Control Agency water quality standards. This session will provide the participant training for use of MinnFARM as a Pollution Reduction tool. By providing receiving water and annual pollutant loading inputs, the participant will also learn how MinnFARM can be used to prioritize feedlots for state or federal cost share and grant assistance to mitigate runoff.</p> <p><i>Trainer: Steven Schmidt – Minnesota PCA; Paul Bunyan 2</i></p>		<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Workshops</i></li> <li>• <b>Skill Level:</b> <i>Intermediate, Advanced</i></li> <li>• <b>LGU Org:</b> <i>SWCD</i></li> </ul> <p>Many of the programs you work with have different conservation plan requirements. This session will focus on the development of the RIM conservation plan, as well as other related documents. Have you ever run into a complicated situation as you prepared a cost-share voucher? We'll make everything clear to you as we go through several examples. Bring your questions!</p> <p><i>Trainers: Dave Rickert &amp; Polly Remick - BWSR; Paul Bunyan 1</i></p>	
<b>WCA Banking: New Forms, Procedure &amp; Road Bank Introduction</b>		<b>Deciding how to Decide: the Real-World Process of Decision Making</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Wetlands</i></li> <li>• <b>Skill Level:</b> <i>Beginner</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>Wetland banking is becoming a preferred means of wetland replacement; as such, the process has evolved. This training will get you up to speed by providing an overview of the changes in the banking process. This includes updates on the new forms and procedures. We will also have a section on the road bank - what it is, regulatory roles, and what projects qualify.</p> <p><b>Earn 0.4 WDCP Continuing Education Credits</b></p> <p><i>Trainers: Ken Powell &amp; Dennis Rodacker - BWSR; Lakeshore 1</i></p>		<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Organizational Capacity (Also offered 10/29, 8:30 am)</i></li> <li>• <b>Skill Level:</b> <i>Intermediate</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>Dan and Chip Heath, authors of DECISIVE, found early surprises in their research: that virtually no one uses a "process" for making decisions. The decisions we make largely determine where we end up in the world, and yet the closest most of us come to a process is a "pros and cons" list. In this session we'll explore why a pros-cons list is terminally flawed (!) and using real-world examples, try out specific decision making steps you can apply to your next project meeting.</p> <p><i>Trainers: Angie Becker Kudelka &amp; Tim Koehler - BWSR; Lakeshore 4</i></p>	

Wednesday, October 30		Session 1	8:30 am – 10:00 am
<b>Boundary and Legal Consideration for Conservation Easements</b>		<b>Developing the One Watershed One Plan Campaign – Project Update</b>	
<ul style="list-style-type: none"> <li>• <b>Track: Wetlands</b></li> <li>• <b>Skill Level: Intermediate</b></li> <li>• <b>LGU Org: All</b></li> </ul> <p>There are potentially many things to consider when working with landowners to plan and secure conservation easements on their properties. Items ranging from boundary considerations, ownership issues, drainage rights, permits, legal encumbrances, restoration needs, etc. will be discussed. It is important to identify and understand these issues as they can affect acquisition/restoration timeframes and results. If you are involved in the acquisition or restoration of conservation easements (RIM, WRP, Wetland Banking, etc.), come join us to learn more about these issues, why they are a concern, and what can be done to avoid or negotiate through them to ensure successful project outcomes.</p> <p><b>Earn 0.4 WDCP Continuing Education Credits</b></p> <p><i>Trainers: Tom Wenzel &amp; Tim Fredbo - BWSR; Lakeshore 1</i></p>		<ul style="list-style-type: none"> <li>• <b>Track: Programs (Also offered 10/29, 10:30 am)</b></li> <li>• <b>Skill Level: Beginner</b></li> <li>• <b>LGU Org: All</b></li> </ul> <p>One Watershed One Plan is a campaign rooted in work initially done by the Local Government Roundtable &amp; BWSR in 2011. This process led to the recommendation that the various local governments charged with water management responsibility should organize &amp; develop plans on a watershed scale. 2012 Legislation provided BWSR with the authority to develop &amp; implement a comprehensive watershed management plan approach as a means to transform the current system of water plans, largely organized on political boundaries, to one where plans are coordinated &amp; consolidated on a watershed basis that are science based, numerical, and spatially explicit. Participants will learn details of the project development phase of One Watershed One Plan which is a ten-month process that aims to reach agreement on a planning framework, including what will constitute an approvable One Watershed One Plan, plan content, organization requirements, proposed boundaries, &amp; other program details. Time will be allotted during the session for discussion &amp; feedback.</p> <p><i>Trainers: Doug Thomas &amp; Melissa Lewis - BWSR; Lakeshore 2</i></p>	
<b>The Fun of Frustrating Construction Project Management</b>		<b>Soils and Plant Lab (Part 1)</b>	
<ul style="list-style-type: none"> <li>• <b>Track: Technical (Also offered 10/29, 1:00 pm)</b></li> <li>• <b>Skill Level: Beginner and Intermediate</b></li> <li>• <b>LGU Org: SWCD, WD</b></li> </ul> <p>Construction project management can be fun and successful if everyone gets off on the right foot, or it can be a frustrating, time consuming endeavor when communications break down. We will discuss some basic things to consider when starting a construction project, what to watch for during construction, and when you should call in the cavalry.</p> <p><i>Trainers: Terry Ragan - BWSR &amp; Tom Kalahar - Renville SWCD; Lakeshore 4</i></p>		<ul style="list-style-type: none"> <li>• <b>Track: Workshops</b></li> <li>• <b>Skill Level: Beginner</b></li> <li>• <b>LGU Org: All</b></li> </ul> <p>This session will cover basics of soil science and plant identification. The soils section will cover how soils form, with hands on exercises on texturing, coloring and horizon identification. The plant section will cover basics on plant anatomy, with a field exercise to identify common wetland and upland species.</p> <p><b>Earn 1.5 WDCP Continuing Education Credit for completion of Part 1</b></p> <p><i>Trainers: Dennis Rodacker, Dan Shaw, Amber Steele, &amp; Carol Strojny - BWSR; South Dining Room</i></p>	
<b>Attention Please! Customizing your Communications Efforts to Capture your Audience</b>		<b>WCA 101 (Condensed)</b>	
<ul style="list-style-type: none"> <li>• <b>Track: Organizational Capacity (Also offered 10/28, 10:30 am)</b></li> <li>• <b>Skill Level: Beginner, Intermediate</b></li> <li>• <b>LGU Org: All</b></li> </ul> <p>Despite our best intentions, writing articles or presenting at meetings isn't a guarantee our message will get heard. This interactive session will teach you how to analyze your audience, define your communication goals, and present information in a memorable manner. You will leave this session knowing how to better focus both written and oral communication efforts, as well as pick up some tips and tricks that can be applied to your next newsletter or presentation.</p> <p><i>Trainer: Jenny Gieseke - BWSR; Lakeshore 3</i></p>		<ul style="list-style-type: none"> <li>• <b>Track: Wetlands (Also offered 10/28, 10:30 am)</b></li> <li>• <b>Skill Level: Beginner Intermediate</b></li> <li>• <b>LGU Org: All</b></li> </ul> <p>Wetland conservation is a cornerstone of resource management in Minnesota. The Wetland Conservation Act (WCA) is the foundation of these efforts. This session will provide an introduction to those who have limited WCA experience and a refresher to those with years of experience. This is a condensed, 90-minute version of the two-part session offered on Monday, October 28.</p> <p><b>Earn 0.4 WDCP Continuing Education Credits</b></p> <p><i>Trainers: Lynda Peterson &amp; John Overland - BWSR; Paul Bunyan 1</i></p>	



Wednesday, October 30		Session 2	10:30 am – 12:00 pm
<b>Conserve your Energy – Leading Successful Boards</b>		<b>So... You're Getting a Grant</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Organizational Capacity</i></li> <li>• <b>Skill Level:</b> <i>Beginner, Intermediate</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>In this seriously fun and engaging session, you will learn the importance of making board meetings more productive; acquire tools and techniques that can facilitate better board interactions and address board conflict; explore board engagement strategies. This shared leadership approach will help your board effectively advance your agency's mission and help you conserve your own personal energy!</p> <p><i>Trainers: Kathy Grochow - Bremer Bank St. Cloud - Nonprofit Resource Specialist &amp; Amy Wyant - Bremer Bank Brainerd - Nonprofit Resource Specialist; Lakeshore 2</i></p>		<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Programs</i></li> <li>• <b>Skill Level:</b> <i>Beginner</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>What does your grant agreement say? What does it mean? Why do you have to do these things? Your grant agreement will be explained to you so you know what it really says and what you are agreeing to do. Discussion will include the Office of Grants Management Policies, including amendments and final reports.</p> <p><i>Trainers: Tim Dykstal, Wayne Zellmer &amp; Gwen Steel - BWSR; Lakeshore 4</i></p>	
<b>RIM 301: Title Insurance Commitments that Scare Us!</b>		<b>Soils and Plant Lab (Part 2)</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Technical</i></li> <li>• <b>Skill Level:</b> <i>Intermediate, Advanced</i></li> <li>• <b>LGU Org:</b> <i>SWCD</i></li> </ul> <p>Participants will be led through title insurance commitments that range from "clean" to "nightmarish", and will be given information about how to resolve title issues sufficient to meet the RIM Program requirements. This session will include discussion about different types of ownership, deeds, corporate documents, etc. and how to fill out the RIM Agreement Information Form in relation to those situations. It is extremely important to view RIM 201 on the BWSR website prior to attending RIM 301, or have extensive experience working with title commitments.</p> <p><i>Trainers: Kristie Mack &amp; Polly Remick - BWSR; Lakeshore 3</i></p>		<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Workshops</i></li> <li>• <b>Skill Level:</b> <i>Beginner</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>This session will cover basics of soil science and plant identification. The soils section will cover how soils form, with hands on exercises on texturing, coloring and horizon identification. The plant section will cover basics on plant anatomy, with a field exercise to identify common wetland and upland species.</p> <p><b>Earn 1.5 WDCP Continuing Education Credit for completion of Part 2</b></p> <p><i>Trainers: Dennis Rodacker, Dan Shaw, Amber Steele, &amp; Carol Strojny - BWSR; South Dining Room</i></p>	
<b>2013 Guidelines for Submitting Wetland Delineations and U.S. Army Corp Jurisdictional Determination Process</b>		<b>Everything you Wanted to Know about Grants, Contracts and Agreements but were Afraid to Ask</b>	
<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Wetlands</i></li> <li>• <b>Skill Level:</b> <i>Intermediate, Advanced</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>This training outlines the 2013 guidance for submitting wetland delineation reports. This guidance augments information in the 1987 Corps of Engineers Wetland Delineation Manual and Regional Supplements. Significant improvements to the science behind wetland delineations have been made, along with updates to the Field Indicators for Hydric Soils, and the National Wetland Plant List (NWPL). These changes have caused a wide range in the quality of delineation reports being submitted. This training defines wetland regulatory agency expectations for submittal of wetland delineation reports in Minnesota. The other section of this training is an outline of how the USACE determines whether they have jurisdiction on a wetland.</p> <p><b>Earn 1.5 WDCP Continuing Education Credits</b></p> <p><i>Trainers : Ken Powell – BWSR &amp; Barbra Walther - USACE; Lakeshore 1</i></p>		<ul style="list-style-type: none"> <li>• <b>Track:</b> <i>Programs (Also offered 10/29, 10:30 am)</i></li> <li>• <b>Skill Level:</b> <i>Beginner, Intermediate</i></li> <li>• <b>LGU Org:</b> <i>All</i></li> </ul> <p>This session is for all types of LGUs. Leave the session understanding how: LGUs should administer a contract with a landowner; Statute, Rules, Policies of State Funds (examples: Clean Water Funds &amp; State Cost-Share) influence on LGU contracts with landowners; and the Grant Administrative Manual, which is designed to be utilized with virtually any type of fund to get BMP's implemented on the ground.</p> <p><i>Trainers: Jeff Nielsen, Pete Waller &amp; Matt Drewitz – BWSR &amp; Brett Arne - Pomme de Terre River Association JPB; Paul Bunyan 1</i></p>	

Wednesday, October 30		Session 3	1:00 pm – 2:30 pm
<b>Hey Media! Publish my Conservation Story!</b>		<b>Impacts and Reductions when Upgrading Septic Systems</b>	
<ul style="list-style-type: none"> <li>• <b>Track: Organizational Capacity</b></li> <li>• <b>Skill Level: Beginner</b></li> <li>• <b>LGU Org: All</b></li> </ul> <p>Government entities are constantly being scrutinized for how they are spending tax dollars by the public, media and legislature. One way to combat this scrutiny is to share conservation stories that show strong investments that are getting positive results. Attend this session to learn how to tell your conservation story by using the media to get that story out to members of the public.</p> <p><i>Trainers: Telly Mamayek - Minnehaha Creek WD &amp; Nancy Vogt - Editor of Lake Country Echo; <b>Lakeshore 2</b></i></p>		<ul style="list-style-type: none"> <li>• <b>Track: Technical</b></li> <li>• <b>Skill Level: Beginner</b></li> <li>• <b>LGU Org: All</b></li> </ul> <p>The Septic System Improvement Estimator is a spreadsheet-based model developed to estimate annual pollutant loads from problematic septic systems and accounts for the benefits of a range of septic system improvement, educational efforts and programs to identify the problematic systems. This presentation will discuss why it was developed, the background data that supports the removal estimates, how to use the tool and the resulting data.</p> <p><i>Trainer: Sara Heger - University of Minnesota, Onsite Sewage Treatment Program; <b>Lakeshore 3</b></i></p>	
<b>Whaddaya mean there's not Enough Money?</b>		<b>Crediting for Wetland Banking</b>	
<ul style="list-style-type: none"> <li>• <b>Track: Programs</b></li> <li>• <b>Skill Level: Beginner, Intermediate</b></li> <li>• <b>LGU Org: All</b></li> </ul> <p>You can't do everything, everywhere, all at once. Sometimes there isn't a "right" answer. Landowners budget for conservation practices. LGUs make tough choices on which individual projects to fund. Grant applicants choose projects for an application and grant reviewers will make choices based on information provided in the applications. All with the knowledge that there's not enough money to go around and whatever choice you make is open to question. This session will help you to develop, present and defend against arguments, and factors to consider when prioritizing projects. The information will help you plan your work and work your plan, help your boards make better decisions and defend them, and quite possibly improve your grant applications.</p> <p><i>Trainers: Jeff Hrubes &amp; Angie Becker Kudelka - BWSR; <b>Lakeshore 4</b></i></p>		<ul style="list-style-type: none"> <li>• <b>Track: Wetlands</b></li> <li>• <b>Skill Level: Intermediate</b></li> <li>• <b>LGU Org: All</b></li> </ul> <p>Have you ever been confused while trying to interpret the "actions eligible for credit" section of the WCA Rule? Come learn about these actions eligible subparts and how they should be applied to projects you are involved with. This session will incorporate examples from real projects, get you thinking about the use of these eligible actions from WCA Rule, and help you in determining just how much credit is potentially available for wetland replacement projects. Discussion of how the Corps of Engineers interprets credit for these same actions will also be discussed.</p> <p><b>Earn 0.4 WDCP Continuing Education Credits</b></p> <p><i>Trainers : Tom Wenzel &amp; Ken Powell - BWSR; <b>Lakeshore 1</b></i></p>	

**Note: Credits from regulatory sessions can be used for up to half of total WDCP continuing education requirements for the two-year period.**